



Focus Occupation: Human Resources Managers, All Other (11-3049)

Focus occupation: Human Resources Managers, All Other	
Employment and Growth	400/ 10.5%
Ave. Monthly Wage	\$8,918
Education/Experience	Bachelor's degree/1 to 5 years

Advance FROM Focus Occupation				
Occupation	Rung	Employment/ Growth	Education/Experience	Similarity
Chief Executives  (11-1011)	2	1,451/ 9.0%	BA/5 plus yrs	81
General and Operations Managers (11-1021)	1	3,735/ 6.1%	AA/1-5 yrs	92

Advance TO Focus Occupation				
Occupation	Rung	Employment/ Growth	Education/Experience	Similarity
Managers, All Other  (11-9199)	-1	2,409/ 10.6%	HS/1-5 yrs	85
Compensation and Benefits Managers (11-3041)	-2	n/a	BA/1-5 yrs	98
Administrative Services Managers (11-3011)	-3	2,252/ 14.4%	HS/1-5 yrs	77
Compensation, Benefits, and Job Analysis Specialists (13-1072)	-4	188/ 5.6%	BA	70
Human Resources, Training, and Labor Relations Specialists, All Other (13-1079)	-4	n/a	BA	96
Human Resources Specialists (13-1071)	-5	749/ 8.7%	BA	70
Executive Secretaries and Executive Administrative Assistants (43-6011)	-6	4,236/ 11.2%	HS/1-5 yrs	89
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	-7	587/ 7.9%	HS	86
Payroll and Timekeeping Clerks (43-3051)	-8	594/ 8.4%	HS	70

Important note: A worker does not necessarily have to traverse every rung to advance to or from the focus occupation. Occupations above and below the focus occupation are directly related to the focus occupation, but they are not necessarily directly related to each other. For example, actors and athletes are both related to agents of artists, performers, and athletes, but actors and athletes are not directly related to each other.

Analysis and development of the career lattice is by the Alaska Department of Labor and Workforce Development, Research and Analysis Section.

Data sources used for research and analysis: O*NET (Occupation Information Network), Alaska Occupational Data Base (ODB), Standard Occupational Classification Manual, North American Industry Classification System manual, Bureau of Labor Statistics Occupational Employer Survey (OES) wage estimates.